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**BACHELOR OF BUSINESS ADMINISTRATION (HONOURS) IN  
HUMAN RESOURCE MANAGEMENT**

**MODULE : IUBA5002**

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|------------------------|----------------------------------|
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## **TASK 1**

### **IMPORTANCE AND AWARENESS OF SAFETY AND HEALTH AT WORKING ENVIRONMENT**

#### **1.1 Introduction**

This amendment signifies a step in the right direction for Malaysia as it evolves into a fully developed nation in view of the Fourth Industrial Revolution, and which also comes at an opportune time when workplace health & safety has never been more critical. A healthy workforce is essential for economic productivity and growth in the long-term. Proper health and safety practices help in protecting employees from workplace hazards, as well improving the general performance of an organization while supporting standards prescribed by law.

Malaysia incurs health and safety rules for the purpose to keep its workers safe away from injuries or lead hazards. The Department of Occupational Safety and Health (DOSH) However, the department states employers must employ safety measures to protect workers from risks in the workplace and provide any needed protective gear. A safe workplace translates into higher productivity, reduced absenteeism and lower staff turnover rates that could all work to enhance the Malaysian economy.

Creating safety procedures and offering training programs for employees about the hazards that can be present constitute just part of what goes into growing a culture of safety. The Occupational Safety and Health Act of 1994 requires that safety practices be communicated regularly and permits the formation, or even mandates consideration to establish a safety committee. Altogether, rewarding workers to notify hazards will also help in increasing the ownership and knowledge of the organization.

In essence, the one undeniable factor is that Malaysians need to pay more attention on health and safety issues within their own organizations – it is not just about enhancing employee well-being alone but also productivity optimization in addition developing an ethical corporate culture which reflects its intentions as Malaysia boldly strides into a highly potential industrial leaping stone.

## **2.0 Research Questions**

1. How conscious are employers and employees in Malaysia when it involves abiding by these health & safety measures within the working environment ?
2. How much employees are aware about the safety and health at workplace?
3. How broad do employees think about safety and health on their work site?

## **1.3 Value of the study**

While health and safety hazards in Malaysian workplaces are well established, however there is an absence of concrete study on the awareness among employers and employees towards occupational risk. There is a need for a qualitative study involving perceptions, attitudes and experiences built around the work related safety associated disciplines to explore hurdles in safe practices implementation effectively thus indicate on how awareness can be created and solution can be provided at every stage of practice sustenance across number industries.

However, because the existing data are incomplete there is a gap in evidence to identify effective interventions. The objectives of this research are to evaluate the current safety programs, provide reasons for knowledge and facts in raising awareness, assess challenges encountered by organizations when attempting to implement health and safety practices. Thereby, findings from this study will inform recommendations at the level of businesses to improve awareness and attitudes towards safety measures that should lead to better quality of life outcomes in work-related settings for workers in Malaysia.

Ultimately, the aim is to provide an insight into a current understanding of health and safety at work in order that workers can enjoy better standards as pertaining to their quality of living.

### **1.3 Research Approach**

Research approach Thematic analysis is a common research method that is used within the context of qualitative research to identify, analyse and report patterns (themes) in data. It is particularly suitable for examining deep and detailed opinions of concerns over the level and range of health and safety awareness in working premises, namely in Malaysia. Thematic analysis aligns with constructivism and will allow the researcher to explore patterns of recurring themes regarding health and safety practices which would lead to capturing a comprehensive understanding about the topic.

### **1.5 Data Collection**

Qualitative research interviews Qualitative methods are crucial to obtain insight into participant perceptions, attitudes and experiences related to health and safety in the Malaysian working environment . These types of research interviews call for meetings that are partially structured, providing participants with the liberty to describe their sentiments and experiences but guaranteeing important parts of the conversation occur. This makes semi-structured interviews ideal for the research topic at hand, as they provide this flexibility.

The researcher used other means to gather qualitative data besides interviews, such as participant observation and focus groups. With qualitative data collection methods, the researcher can determine 'why' certain stats came out as they did. How people feel toward the causes they endorse This is relevant on how supporters of a cause may think. Qualitative data insights allow researchers to just know their audience, investigate the niches that may be nurtured and developed up further.

### **1.5.1 Data analysis**

The qualitative data gathered from interviews and focus group discussions will be subjected to thematic analysis for the purpose of conducting the analysis. The process of thematic analysis entails the methodical discovery, coding, and interpretation of recurrent themes and patterns within the data.

### **1.6 Sampling method**

Purposive sampling is a non-random sampling method in which participants are chosen on the basis of certain criteria that match the goals of the research. For the qualitative research topic on the importance and awareness of health and safety in the working environment in Malaysia, purposive sampling can be used to find people who have relevant knowledge and experience about health and safety practises at their own workplaces.

### **1.7 Sampling Criteria**

Examples of inclusion criteria for the importance and awareness of safety and health in working environment making organizations :

- Adult
- Stay or work in Malaysia
- Have some experience in TA
- Malaysia

## TASK 2

First form of research protocol was primary data evaluation which refers to an interview, this is semi-structured interview with a set of questions the responses are largely guided by way often instead than leaving spaces for the respondent to absolutely explicit themselves. We are saying semi-set up interviews because they, in name, require a combinations of structured questions and spontaneous diversions. Being both beneficial and objective can be tough due to the fact all of us is extraordinary in their willingness to give. Basically, semi-based interviews are often unstructured meaning that creating questions to get the necessary details without offending the subjects might be difficult. Scientists that collect statistics the usage of semi-structured interviews must both interviewing approaches and a relational recognition to make sure satisfactory. I am going to go with these three peoples in my interviews.

Interview questions :

- 1.What is your understanding of the term "health and safety" in the context of your job or industry?
2. Key issues in providing a safe working environment for yourself and your colleagues?

## TASK 3

### 3.1 Pitch Video Link

[https://www.canva.com/design/DAGOSHTHH60/Uf64ij32qq3w6LuXSq88Nw/edit?utm\\_content=DAGOSHTHH60&utm\\_campaign=designshare&utm\\_medium=link2&utm\\_source=sharebutton](https://www.canva.com/design/DAGOSHTHH60/Uf64ij32qq3w6LuXSq88Nw/edit?utm_content=DAGOSHTHH60&utm_campaign=designshare&utm_medium=link2&utm_source=sharebutton)

### 3.2 Feedback

The pitch script demonstrates clearly how important health and safety is in Malaysian workplaces, especially during the country's journey towards progress with its commitment to adopt industry. The structure is simple and inspiring, starting with a nice intro that helps to tell the story. By making use of statistics and testimonials; the statement is not just in words but actually carries some form of credibility as well, people can relate. It also provides an excellent overview of the research aims and questions, highlighting that there is a lack of employer as well employee awareness which calls for qualitative study. It ends with a powerful call to action imploring viewers, businesses especially so, to put in the work and improve workplace safety by working together. All in all, it is a well-crafted script that educates and convinces its target audience of the necessity (urgency) for action and produces some level of togetherness beneath us.

## TASK 4

### 4.1 Poster Link

[https://www.canva.com/design/DAGOGDjKwMo/54j\\_LbHF9pu8YKQ22onXrg/edit?utm\\_content=DAGOGDjKwMo&utm\\_campaign=designshare&utm\\_medium=link2&utm\\_source=sharebutton](https://www.canva.com/design/DAGOGDjKwMo/54j_LbHF9pu8YKQ22onXrg/edit?utm_content=DAGOGDjKwMo&utm_campaign=designshare&utm_medium=link2&utm_source=sharebutton)

### 4.2 Analysis

Interview Link

Respondent 1 :

[https://iumwgroup.sharepoint.com/:v:/s/INTERVIEWWUK/ETsB2NTq1QJHkNNwSyE8KtoB9bhdeq-AZnQT3p\\_6iRxSAA](https://iumwgroup.sharepoint.com/:v:/s/INTERVIEWWUK/ETsB2NTq1QJHkNNwSyE8KtoB9bhdeq-AZnQT3p_6iRxSAA)

Respondent 2 :

[https://iumwgroup.sharepoint.com/:v:/s/INTERVIEWWUK/ETsB2NTq1QJHkNNwSyE8KtoB9bhdeq-AZnQT3p\\_6iRxSAA](https://iumwgroup.sharepoint.com/:v:/s/INTERVIEWWUK/ETsB2NTq1QJHkNNwSyE8KtoB9bhdeq-AZnQT3p_6iRxSAA)

Respondent 3 :

[https://iumwgroup.sharepoint.com/:v:/s/INTERVIEWWUK/EfW6XW0VMb9AphvjLdK\\_UW8BbrmzpVJYfkddnhfCA1eGRw](https://iumwgroup.sharepoint.com/:v:/s/INTERVIEWWUK/EfW6XW0VMb9AphvjLdK_UW8BbrmzpVJYfkddnhfCA1eGRw)

### 4.3 Conclusion

This study therefore concludes by reinforcing the paramount importance of greater vigilance and compliance regarding health and safety practices as Malaysia progresses towards full development phase. Even though the Department of Occupational Safety and Health (DOSH) has a regulatory framework, major gaps exist in employer understanding as well as that with their employees on safety compliance. In-depth, qualitative research can help us understand the perceptions and barriers to promote this culture of safety. In the long run, enhancement of health and safety awareness is vital not only for ensuring compliance but also to fostering an ethical corporate culture where employee welfare reigns supreme; ultimately paving way for healthier, happier Malaysian workforce with a better quality life in terms enjoying higher job satisfaction levels besides experiencing reduced absenteeism rates. Employers, employees, policymakers all need to work together for the better and healthier working environment.

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